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s Interests

The most obvious thing that [REDACTED] could do would be to study what CIA is now doing in using tests at different levels and for different purposes, to study the objectives of such selection insofar as they can be defined, cooperate in setting up criteria and planning and carrying through studies of the criterion data, either advising on or actually developing tests and related techniques that would be useful and that might gradually obtain greater validity.

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A second general area of interest, more because of the experience of individuals than because of the nature of [REDACTED] as an organization, would be to work with them in setting up a career service -- methods and materials for recruiting from college ranks, publicity materials, testing program, and more generally defining what the responsibilities of such generally educated people might be within the CIA framework.

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A third area of interest would be to work more particularly on methods of evaluating personnel on the job, questionnaires, rating schemes, etc.

A fourth possibility would be work with paper records, designing and setting up forms and systems that would make the collection, retention, and availability of information about personnel more readily available.

A fifth area of interest would be the development of new aptitude measures of an intellectual nature and achievement measures in the usual academic area that might be regarded as useful, based upon the results of the above studies and investigations.

Other possibilities that would tie in with our interests, but on which we should probably not make great claims of competence at the present time would be:

- 1) Development of personality measures
- 2) Development of interests measures
- 3) Development of better autobiographical materials

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- 4) Aptitude measures for specific kinds of qualifications and/or jobs.
- 5) Testing for executive ability and leadership
- 6) Achievement tests in highly specialized fields and at high levels of training.
- 7) Controlling recommendations about personnel who are at a high level and who have already received their training before selection.

*working*

It is doubtful that we should wish to get very far into setting up a complete program of recruiting, selection, placement, evaluation, and training with respect to all personnel employed by the agency. It is possible that we could furnish assistance on many matters not directly associated with psychological testing and techniques, but much of this would have to be done by bringing in consultants from other fields -- personnel work in industry, business or merchandising, industrial relations groups, educators in special fields such as the sciences, business school professors, etc.

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